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A RESEARCH ON THE APPLICATION OF LEARNING ORGANIZATION IN THE SRI LANKAN APPAREL INDUSTRY

BY

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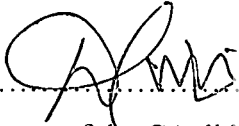
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DECLARATION

"I certify that this thesis does not incorporate without acknowledgement any material previously submitted for a degree or diploma in any University to the best of my knowledge and belief it does not contain any material previously published, written or orally communicated by another person or myself except where due reference is made in the text. I also hereby give consent for my dissertation, if accepted, to be made available for photocopying and for interlibrary loans, and for the title and summary to be made available to outside organizations"



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To the best of my knowledge, the above particulars are correct.


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ABSTRACT

As a step toward gaining a better understanding of the construct of the learning organization, this study was designed to validate and to check the reliability an instrument measuring learning organization's dimensions in Sri Lankan apparel industry context.

The textile and apparel sector is one of the most significant and dynamic contributors to Sri Lanka's overall economy. The industry has grown over the years to become the primary export earner and the largest single employer of the manufacturing industry. Subsequent to Multi Fiber Agreement, global competition has brought immense changes to all enterprises in Sri Lankan apparel industry. As a result learning has become a popular topic. Advances in technology have made the already challenging competition more severe.

Based on the theoretical framework proposed by Watkins and Marsick (1993, 1996, 1997), this paper identifies the applicability in seven of the Dimensions of Learning Organization Questionnaire (DLOQ) in Sri Lankan apparel industry context. The study investigates the construct validity of the instrument by examining the number of dimensions thought to explain the interrelations among items included in the instrument, and by examining the relationship between learning characteristics of organizations measured on the instrument and organizational outcome variables such as financial, knowledge and team success variables.

Despite the controversial nature of the learning organization concept, few empirical studies have examined the relationship between the learning organization concept and firm performance. An exploratory study was conducted using the DLOQ along with objective measures of firm financial performance, Knowledge performance and team success to assess this association. Findings suggest positive associations between the learning organization concept and firm performance.

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